

行政長官2018年施政報告

The Chief Executive's 2018 Policy Address

勞工及福利政策重點

Labour and Welfare Policy Highlights

記者會
Press Conference

2018年10月11日
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取消強積金「對沖」安排

Abolition of MPF “Offsetting” Arrangement

- 政府有決心落實取消強制性公積金（強積金）權益與遣散費及長期服務金（長服金）的「對沖」安排，以改善僱員的退休保障，這亦是本屆政府其中一項首要處理的事項。

The Government is determined to abolish the arrangement for “offsetting” severance payment (SP) and long service payment (LSP) with Mandatory Provident Fund (MPF) benefits for the purpose of enhancing employees’ retirement protection.

- 行政長官在《2018年施政報告》公布取消「對沖」的安排，要點如下：

The Chief Executive announced the arrangement for abolishing the “offsetting” in 2018 Policy Address. Major features are :

- 僱主須開設歸屬其名下的**專項儲蓄戶口**，預早進行儲蓄，為日後的潛在遣散費或長服金開支及早準備；
Employers are required to set up a **designated saving account (DSA)** under their own name and to save up in advance to prepare for potential SP/LSP expenses in future;
- 政府會為僱主提供**兩層資助**，分擔僱主的遣散費或長服金開支。第一層資助為期12年，**第二層資助期會大幅延長至25年**，以協助企業，特別是中小微企適應政策轉變；
Government will provide a **two-tier subsidy** to share employers’ SP/LSP expenses. The first-tier subsidy lasts for 12 years while **the duration of the second-tier subsidy is significantly extended to 25 years** to help enterprises, in particular the micro, small and medium-sized enterprises, adapt to the policy change;
- 政府於25年資助期內，第一層及第二層資助的**總承擔額將為293億元**。
Government’s **total commitment** under the first-tier and second-tier subsidy in the 25-year subsidy period will amount to **\$29.3 billion**.

取消強積金「對沖」安排

Abolition of MPF “Offsetting” Arrangement

第一層及第二層政府資助的比率

First-tier & Second-tier Government subsidy rate

取消「對沖」後的年期 Year after the abolition	政府分擔取消「對沖」後的僱傭期所引致的遣散費／長服金 Government's share of SP/LSP in respect of the employment period after the abolition of the “offsetting”	
	第一層資助 (佔應付遣散費／長服金百分比) First-tier subsidy (as % of SP/LSP payable)	第二層資助 (佔扣除第一層資助及專項儲蓄戶口結餘後的 應付遣散費／長服金餘額的百分比) Second-tier subsidy (as % of outstanding SP/LSP payable after netting first-tier subsidy and accrued balance of DSA)
1 - 3	50%	50%
4	45%	45%
5	40%	45%
6	35%	45%
7	30%	40%
8	25%	40%
9	20%	40%
10	15%	35%
11	10%	35%
12	5%	35%
13 - 15	-	30%
16 - 18	-	25%
19 - 21	-	20%
22 - 23	-	15%
24 - 25	-	10%
26	-	-

取消強積金「對沖」安排

Abolition of MPF “Offsetting” Arrangement

- 若個別僱員獲得的權益總和（遣散費／長服金權益連同僱主向其強積金戶口所作出強制性供款的累算權益）較其在現行「對沖」制度下應獲得的為少的特殊情況，政府預備承擔支付有關的差額。

Government is prepared to undertake to make up for the shortfall in case where under special circumstances an employee receives a smaller amount of aggregate benefits (SP/LSP together with the accrued benefits of the employer’s mandatory contributions to his/her MPF account) than what he/she would otherwise receive under the current “offsetting” regime.

- 遣散費／長服金的計算比率維持不變，即僱員服務滿一年可獲得每月工資的三分之二。
The rate of calculating SP/LSP remains unchanged at two-thirds of an employee’ monthly wages for each year of service.

未來路向 Way Forward

- 目標是在本屆政府的任期內（即2022年或之前）獲得立法會通過有關的法例修訂，並在通過法例修訂兩年後全面實施取消「對沖」。

The target is to secure the passage of the relevant legislative amendments by the Legislative Council within the term of the current Government (i.e. 2022 or earlier) and to fully implement the abolition of the “offsetting” two years later.

建議延長產假

Proposal to Extend Maternity Leave

- 政府已完成法定產假檢討，並建議延長法定產假，由現時10星期增至14星期，政府會承擔該項產假薪酬的額外開支，以報銷形式向僱主發還。

The Government has completed the review of the statutory maternity leave (ML) and proposes to extend the statutory ML from the current 10 weeks to 14 weeks. The Government will fund the cost for this extra ML pay by way of reimbursement to the employer.

- 如僱員根據《僱傭條例》有權享有產假薪酬，連同10星期的法定產假薪酬，僱主應向僱員先支付額外增加的4星期法定產假薪酬，日後才向政府以報銷形式申領發還該額外法定產假薪酬。

If an employee is entitled to ML pay under the Employment Ordinance (EO), the employer shall first, together with the current 10 weeks' statutory ML pay, provide her with ML pay for the additional 4 weeks' statutory ML, and apply to the Government afterwards for reimbursement of the additional statutory ML pay.

建議延長產假

Proposal to Extend Maternity Leave

- 有關的產假薪酬比率維持在僱員每日平均工資的五分之四，並以每名僱員36,822元為上限（此上限相等於一個月薪50,000元的僱員在4星期內可得的五分之四薪酬，而月薪在50,000元或以內的僱員，佔全港僱員人數約95%。有關上限會不時作出調整）。

The rate of the additional ML pay shall be maintained at four-fifths of the employees' average daily wages and be subject to a cap of \$36,822 per employee. (This cap is equivalent to four-fifths of the wages of an employee with a monthly wage of \$50,000 in four weeks. Employees with a monthly wage of \$50,000 or below account for about 95% of employees in Hong Kong. The cap may be adjusted from time to time).

建議延長產假

Proposal to Extend Maternity Leave

- 有關檢討亦建議就《僱傭條例》作出以下兩項技術性修訂：
 - 更新流產的定義，讓懷孕24個星期或以上而流產的僱員，可以有權獲得產假；
 - 修訂《僱傭條例》相關條文的字眼，以反映立法原意，讓接受產前檢查或產後治療的僱員，如能提供相關的文件證明，可確保有權獲得疾病津貼。
- Two technical amendments to EO are also proposed:
 - to update the definition of miscarriage so that an employee who suffers a miscarriage at or after 24 weeks of pregnancy may be entitled to ML;
 - amend the wording of relevant provisions to reflect its legislative intent, with a view to ensuring that an employee who has attended medical examination in relation to her pregnancy or post confinement medical treatment would be entitled to sickness allowance if she is able to produce relevant documentary proof.

建議延長產假

Proposal to Extend Maternity Leave

未來路向 Way Forward

- 勞工處會於今年內向勞工顧問委員會匯報法定產假的檢討結果及諮詢意見。其後亦會諮詢立法會人力事務委員會。

The Labour Department (LD) will report the outcome of the review to the Labour Advisory Board and seek its views on the proposal within this year. We will also consult the LegCo Panel on Manpower.

加強保障政府服務承辦商的非技術員工

Enhancing Protection of Non-skilled Employees of Government Service Contractors

- 政府已完成檢討政府服務承辦商的非技術員工的待遇和勞工權益，主要建議包括：

The Government has completed the review on the employment terms and conditions as well as labour benefits of non-skilled employees engaged by government service contractors. The major recommendations include :

- 增加評審標書的評分制度下技術比重；
increasing the technical weighting in marking schemes for tender evaluation;
- 增加工資水平作為技術評分準則所佔的比重；
increasing the weighting of wage level as a criterion for technical assessment;

加強保障政府服務承辦商的非技術員工

Enhancing Protection of Non-skilled Employees of Government Service Contractors

- 改善**非技術員工**的僱傭福利，包括享有合約酬金、受僱滿1個月可享有法定假日薪酬，及在八號或以上颱風警告信號懸掛時工作獲額外工資；
enhancing the employment benefits for the **non-skilled employees** including entitlement to a contractual gratuity, statutory holiday pay upon employment for not less than one month and additional remuneration for working when Typhoon Warning Signal No. 8 or above is hoisted;
- 鼓勵採購部門在其運作情況許可下採用**為期至少3年的服務合約**。
encouraging procuring departments to adopt **service contracts with a minimum term of 3 years** where operational situations permit.
- 上述建議將於2019年4月1日起實施於該日期起招標的相關政府服務合約。
The above measures will be introduced to the relevant government service contracts tendered on or after 1 April 2019.

保障因工受傷僱員

Protection to Employees Injured at Work

- 雖然香港僱員的整體職業安全及健康情況持續得到改善，但每年仍有相當數目的工傷個案。為進一步保障因工受傷僱員和職業病患者的權益，政府正積極研究新措施，包括：

Although the overall occupational safety and health condition of the workforce in Hong Kong has been improving, there is still a considerable number of work injury cases every year. In order to strengthen the protection of the rights and benefits of employees injured at work and suffered from occupational diseases, the Government is actively looking into new measures including:

(1) 加強工傷僱員的復康服務

Strengthening the **rehabilitation services** for employees injured at work

(2) 加強僱員補償個案的處理，包括：

Strengthening case processing of **employees' compensation claims** by:

(i) 加強「個案支援服務」- 透過專責跟進、及早介入、主動聯絡及安排會面，協助解決工傷爭議個案；

Enhancing the “Claims Support Services” – through **dedicated follow-up, early intervention, proactive contact and arrangement of meetings** with a view to facilitating early settlement of work injury disputes;

保障因工受傷僱員

Protection to Employees Injured at Work

- (ii) **優化工傷病假跟進程序** - 透過及早篩選無需接受僱員補償評估委員會評估的個案 (如僱員傷患較輕微或已復工的個案)，讓僱員無需親身前往辦理工傷病假跟進手續，由勞工處直接簽發「補償評估證明書」解決有關申索，從而**加快處理工傷個案**；
Enhancing the follow-up procedures for sick leave relating to work injury - through early screening of those cases that do not require assessment by the Employees' Compensation Assessment Board (e.g. cases with **employees having minor injury** or who **have returned to work**) so that the **employees will not be required to attend the follow-up procedures in person** and LD will issue the “Certificate of Compensation Assessment” direct for settling the claims in order to **speed up the case processing**;
- (iii) **加強調查和檢控工作**，打擊違反《僱員補償條例》的事項。
Strengthening the investigation and prosecution efforts to combat violation of the **Employees' Compensation Ordinance**.

加強兒童支援

Enhancing Children Support

- 兒童的成長及發展是施政重點之一
Children's growth and development is one of the priority policy areas
- 兒童事務委員會已於今年6月成立，聚焦處理兒童在成長中面對的問題
The Commission on Children was set up in June this year to address in a focused manner the issues that children face while growing up
- 由2019-20年度起增撥資源予兒童事務委員會，推行各項保障兒童權益和福祉的具體措施
Allocate additional resources for the Commission on Children from 2019-20 onwards for implementing various specific measures to safeguard the interest and well-being of children

加強兒童支援

Enhancing Children Support

幼兒照顧服務

Child Care Services

- 由2019-20年度起分階段提升幼兒照顧服務以結合照顧與發展，包括：
Enhancing child care services to integrate care and development in phases from 2019-20 onwards, including:
 - 制訂幼兒中心服務名額的規劃比率
Formulating planning ratio for the provision of child care centre places
 - 優化目前幼兒中心內合資格幼兒工作人員的人手比例
Enhancing the existing manning ratios for qualified child care workers serving in child care centres
 - 提高幼兒中心服務名額的資助水平
Increasing the level of subsidy for child care centre service

加強兒童支援

Enhancing Children Support

幼兒照顧服務(續)

Child Care Services (Cont'd)

- 透過加強對社區保姆的訓練及增加社區保姆所得的服務獎勵金，優化「鄰里支援幼兒照顧計劃」的服務質素
Enhancing the service quality of the Neighbourhood Support Child Care Project by strengthening the training for home-based child carers and raising their incentive payments
- 分階段重整現時的互助幼兒中心
Re-engineering in phases the existing Mutual Help Child Care Centres

加強兒童支援

Enhancing Children Support

推出「在學前單位提供社工服務先導計劃」

Launching a Pilot Scheme on Social Work Services for Pre-primary Institutions

- 在2018/19學年推出為期三年的先導計劃
Launching a three-year pilot scheme in the 2018/19 school year
- 分階段為全港700多間資助幼兒中心、幼稚園及幼稚園暨幼兒中心，合共約15萬名學前兒童及其家庭提供社工服務
Providing social work services in phases for about 150 000 pre-school children and their families in more than 700 subsidised / aided child care centres, kindergartens and kindergarten-cum-child care centres in Hong Kong

加強兒童支援

Enhancing Children Support

探討在合適的福利設施內為3至6歲的幼兒提供課餘託管服務

Explore the provision of after-school care services for children aged 3 to 6 in suitable welfare facilities settings

- 非政府機構為6至12歲的兒童提供支援性質的課餘託管服務
Non-governmental organisations (NGOs) provide supportive after-school care services for children aged 6 to 12
- 探討在合適的福利設施內為3至6歲的幼兒提供課餘託管服務
Explore the provision of after-school care services for children aged 3 to 6 in suitable welfare facilities settings
- 研究預計約於2019年10月完成
The study is expected to be completed in around October 2019

加強兒童支援

Enhancing Children Support

加強為離異父母及其子女提供的共享親職支援

Strengthening Co-parenting Support for Divorced/Separated Parents and Their Children

- 以兒童的利益為依歸，加強對離異家庭的支援
Strengthening support for divorced / separated families to the interest of children
- 包括由2019-20年度開始設立五間共享親職支援中心
Including setting up five specialised co-parenting support centres from 2019-20 onwards

加強家庭支援

Enhancing Family Support

新公共租住房屋社區支援計劃常規化

Regularising community support programme for new public rental housing estates (new PRHs)

- 通過「社區投資共享基金」
Through the Community Investment and Inclusion Fund
- 協助新入伙的居民及家庭盡快融入社區
To assist residents and families adapt in new community as soon as possible
- 支援計劃的數量會按地區需要和新入伙住戶數目作考慮
Number of support programmes will be subject to district needs and number of tenants of new PRHs
- 支援計劃的資助金額不設上限
No pre-set level of maximum funding for each project

安老服務

Elderly Services

- 在第二階段「長者社區照顧服務券試驗計劃」下額外增加1 000張服務券至總數7 000張，並在「改善家居及社區照顧服務」下增加2 000個服務名額
Provide an additional 1 000 vouchers (bringing the total to 7 000) under the Second Phase of the Pilot Scheme on Community Care Service Voucher for the Elderly, and an additional 2 000 service quotas under the Enhanced Home and Community Care Services
- 在未來五年於「改善買位計劃」下增購5 000個甲一級宿位
Purchase an additional 5 000 EA1 places under the Enhanced Bought Place Scheme in the next five years
- 未來兩年(2019-20至2020-21)，新建合約院舍及善用現有津助院舍的空間可提供約420個資助安老宿位；「長者院舍住宿照顧服務券試驗計劃」亦會繼續資助額外宿位
In the next two years (2019-20 to 2020-21), a total of about 420 additional subsidised residential care places for the elderly will be provided through new contract homes and making better use of space in existing subvented homes. The Pilot Scheme on Residential Care Service Voucher for the Elderly will also continue to provide additional subsidised residential places.

擴展長者生活津貼至廣東和福建

Extending the Old Age Living Allowance to Guangdong and Fujian

- 擴展長者生活津貼至廣東和福建，向選擇移居兩省的合資格香港長者發放每月2,600元的普通額津貼或每月3,485元的高額津貼。
- Extending the Old Age Living Allowance to Guangdong and Fujian to enable eligible Hong Kong elderly persons who choose to reside in these two Provinces to receive monthly Normal Allowance at \$2,600 or Higher Allowance at \$3,485.

復康服務

Rehabilitation Services

- 把「到校學前康復服務試驗計劃」恆常化，並把服務名額由約3 000個逐步增加至7 000個
Pilot Scheme on On-site Pre-school Rehabilitation Services (OPRS) has been regularised with the number of service places gradually increased from about 3 000 to 7 000
- 增加到校學前康復服務的專業及支援服務
enhance the professional and support services provided under the OPRS
- 推行試驗計劃為幼稚園或幼稚園暨幼兒中心有特殊需要跡象並正輪候評估的幼兒提供支援
implement a pilot project on the provision of support for children who show signs of special needs and are waiting for assessment in kindergartens or kindergarten-cum-child care centres
- 探討如何為有特殊需要兒童在升讀小一時提供更適切的銜接和支援服務
explore ways to provide appropriate bridging and support services for children with special needs when they proceed to Primary One

復康服務

Rehabilitation Services

- 增設五間殘疾人士地區支援中心
set up five additional District Support Centres for Persons with Disabilities
- 為額外約1 800名居於社區的殘疾人士提供到戶家居照顧服務
provide home-based care services for about an additional 1 800 or so persons with disabilities living in the community
- 為老齡化或嚴重殘疾的服務使用者增加言語治療服務
provide speech therapy services for ageing service users and persons with severe disabilities
- 把自閉症人士支援中心由三間增設至五間
increase the number of Support Centres for Persons with Autism from three to five
- 把精神健康綜合社區中心的服務對象擴展至有精神健康需要的中學生
expand the target groups of Integrated Community Centres for Mental Wellness to secondary school students with mental health needs

其他福利政策

Other welfare-related initiatives

推出新一期的「私人土地作福利用途特別計劃」（「特別計劃」） Implementing a new phase of the Special Scheme on Privately Owned Sites for Welfare Uses (the Special Scheme)

- 非政府機構可就其擁有的土地申請擴建、重建或發展
Through applications for expansion, redevelopment or new development on sites owned by NGOs
- 增加有殷切需求的福利設施，特別是增加安老、康復和兒童福利服務名額
To increase provision of much-needed welfare facilities, in particular additional places of elderly, rehabilitation and child welfare services
- 預計在2019年4月推出
Expected to be launched in April 2019

其他福利政策

Other welfare-related initiatives

在「特別計劃」下發展非牟利長者住屋計劃

Developing non-profit making elderly apartments under the Special Scheme

- 有關機構只須繳交象徵性地價且免繳行政費
Relevant NGOs to be charged nominal premium & nil administrative fee
- 目的是鼓勵它們提升其用地的發展潛力、為居住環境不理想或正居於／輪候公屋，或有特別社會需要的長者，提供適切、可負擔的住屋

Aims at encouraging those NGOs to maximise development potential of the sites, and providing suitable and affordable accommodation for elderly persons who are living in sub-standard housing, living in/applying for PRH or having special social needs